

Momentive Performance Materials Silicones

Gene Vetter Human Resources

December 29, 2008



As a result of the implementation of the new organizational structure and wage rates, all employees are being reassigned to new job classifications with newly associated wage rates. Employees will be assigned according to the following criteria:

- Warehouse employees were placed in new positions according to the Local Agreement to secure where they were able to secure the highest job classification that their seniority and qualifications would afford them.
- 2. Employees in each operating area were reassigned to a new job classification by their current classification, seniority, and qualifications.

Using this process you have been assigned as follows:

Your current job classification: Your current level and wage rate:



Effective week of January 5, 2009

Your new job classification:

Your new level:

Your new wage rate:

Your new work area:

Your shift:



B85 - Mixing same as current

Once all employees are reassigned, any remaining openings will be posted and employees will have the opportunity to post to a different position if they choose.

Sincerely,

Gene Vetter

Human Resources Manager

Last Norte	First name	New Job level	New Pay	Pay	Age	Rate	Position Title	COB Date	Yrs Service	s slon Sen D	tie breake:	Minh Date Manager Name	Leader Name
L (minum	1	2 Operator \$17.00 days MCS/FS/TCS	\$17.00	\$27.32		R 19	Advanced Operator B42A Vertical	10/23/06	1.98	10/23/06	6769		
		2 Operator \$17.00 days B65 - PKG	\$17.00	\$25.98	- 1	R 17	Warehouse Service Operator B80	09/17/07	1.08	09/17/07	5899		_
		5 Leed Operator \$22,00 same as current MeCI - Siloxane 2 Operator \$17.00 D 830	\$22.00	\$27.32	10	R 19	Advanced O - tor B42A Vertical	08/14/06	2.18 1.08	08/14/06	0265 637B		
		2 Operator \$17.00 C-shift Fluids	\$17.00 \$17.00	\$25.98 \$27.32		R 17	Plant Operator Beginner Advenced Operator B42A Varticel	09/17/07	4.28	07/06/04	4656		
		2 Operator \$17.00 same as current Fluids	\$17.00	\$27.98		R 18	Plant O rator Intermediate	09/17/07	1.08	09/17/07	7944		
		3 Core Operator \$19.50 same as current Specialities - 871	\$19.50	\$27.32	8	R 19	Advanced Or erator B71	10/11/04	4.02	10/11/04	6781		- 100
		3 Core Operator \$19.50 D 830 - WP	\$19.50	\$26.98	111	R 18	Plant Operator Beginner	09/17/07	1.08	09/17/07	6829		£
		3 Cora O rator \$19.50 same as current Fluids - Costin s	\$18.50	\$27.32		R 19	Advanced Operator B37/41	10/23/06	1.98	10/23/06			
	3	2 Operator \$17.00 C 830	\$17.00	\$27.32	2	R 18	Advenced O <sub>F</sub> eretor B30 Polyhouse	08/14/06	2.18	08/14/06	4420		
		2 Operator \$17.00 days MeCi - MeCi	\$17.00	\$27.32		R 19	Werehouse Service Operator B80	04/09/07	1.52	04/09/07	1029		
	-	3 Core Operator \$19.50 B B30 - Mixing	\$18.50	\$27.32	+	R 18	Plant Operator Intermediate	04/09/07	1.52	04/09/07	6881 8214		-
		5 Lead Or aniar \$22.00 sama as current MCS/FS/TCS 3 Core Courator \$18.50 A Suppleities - B76	\$22.00 \$18.50	\$27.32 \$27.32	- 17	R 19	Advanced Operator MCS-FS-TCS Advanced Operator B76	10/11/04	4.05 4.02	10/11/04	9665		T
400		2 Ocerator \$17.00 days 885 - PKG	\$17.00	\$27.32	100	R 19	Advanced Or erator B42A Vertical	02/24/03	5.65	02/24/03	3398		
		3 Cora Operator \$19.50 same as current Fluids - Coatings	\$19.50	\$27.32	11	R 19	Advanced Operator B37/41	04/09/07	1.52	04/09/07	0260		
		3 Core Operator \$19.50 same as current 885 - Mixing	\$19.50	\$27.32	91	R 19	Advanced Operator 885 WP/TF	09/10/01	7.10	10/07/02	8830		9
98		3 Cora Operator \$19.50 same es current Specielities - B76	\$18.50	\$27.32	T	R 19	Advanced Operator B76	08/23/99	9.16	08/23/99	2958		
V.		2 Operator \$17.00 D-shift Fluids	\$17.00	\$27.32	7	R 19	Advanced Operator B42A Vertical	07/06/04	4.28	07/06/04	3469		
		SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32	9	R 19	Silicone Opendor B42A Vertical	10/23/06	1.98	10/23/06	8664		
		5 Lead Operator \$22.00 days MCS/FS/TCS	\$22.00	\$27.32	3	R 19	Warahouse Service O anator B80	10/31/05	2.96	10/31/05	9729		
		5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$26.9B		R 18	Silicone Operator MCS-FS-TCS	0B/17/07	1.08	09/17/07	9233		-
že <u>.</u>		2 Operator \$17.00 days McCl - McCl	\$17.00	\$27.32	-	R 19	Warehouse Service Operator B80	04/09/07	1.52	04/09/07	1889		*9
	1	2 Operator \$17.00 same as current Specialities - Specialities 3 Cora Operator \$19.50 same as current Fluids - Coatings	\$17.00 \$19.50	\$25.98 \$27.32		R 17	Warehouse Service O = rator B80 Advenced Operator B37/41	09/17/07 10/30/00	1.08 7.97	10/30/00	1912 1218		
	1	3 Cora Operator \$18.50 same as current Specialities - 871	\$19.50	\$27.32		R 19	Advanced Operator 871	08/23/99	9.16	08/23/99	3427		A .
	- No Assessment	3A Core Operator \$20.50 A B30 - Mixing	\$20.50	\$27.32		R 19	Advanced Plant Operator	10/11/04	4.02	10/11/04	0925		
	1	7 Senior Ocerator \$29.11 same as current WWTP	\$29.11	\$29.11		R 21	Advanced Control Operator WWTP	09/10/01	7.10	10/07/02	1445		
	-	3 Cora O rator \$18.50 same as current Specialities - B71	\$19.50	\$27.32	3	R 19	Silicone Operator	10/11/04	4.02	10/11/04	8123		
	decida de	5 Lead O rator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32	. 2	R 19	Plant Operator	09/17/07	1.08	09/17/07	7236		
		3 Cora Operator \$19.50 D 830 - PH	\$19.50	\$27.32	255	R 19	Advanced Operator 830 Polyhousa	09/24/01	7.07	10/07/02	9197		_
	ga	5 Lead Operator \$22.00 A-shift Fluids - DMF	\$22.00	\$27.32	- 1	R 19	Warehouse Service O	06/04/94	14.38	06/04/94	7260		
		3 Core Operator \$18.50 same as current \$10.50 same as current Fluids - Emul	\$19.50	\$25.98 \$27.32	-	R 16	Advanced Operator 871	09/17/07	1.08	09/17/07	3968		
		5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$19.50 \$22.00	\$27.32		R 19	Advanced O, rator B37/41 Advanced O, rator MCS-FS-TCS	05/03/99	9.46 13.22	05/03/99	8328 2803	The second second	
		2 O -rator \$17.00 same as current Fluids	\$17.00	\$27.32		R 19	Advanced Operator 837/41	04/09/07	1.52	04/09/07	4190		
104		7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11	- F	R 21	Advanced Control Operator MCS	0B/14/06	2.18	08/14/06	2643		
	1000	3 Core O -rator \$19.50 same as current Fluids - Coatings	\$1B.50	\$27.32		R 19	Advenced O, wrator 837/41	07/18/94	14.26	07/16/94	6984		
	1000	5 Lead Operator \$22.00 same as current MeCl - MeCl	\$22.00	\$27.32		R 18	Advenced Operator B35/27	10/07/02	6.03	10/07/02	2322		IS
		2 Operator \$17.00 B-shift Fluids	\$17.00	\$27.32		R 19	Advanced Operator B42A Varticel	07/06/04	4.28	07/06/04	7673		
		5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32			Advanced Operator MCS-FS-TCS	10/17/94	14.01	10/17/94	4794		. 3
		3 Core Operator \$18.50 same as current Resins - T&B	\$19.50	\$27.32		R 19	Advanced Operator B24	11/13/00	7.93	02/24/03	7079		11
	22A SEE	7 Sanior Operator \$29.11 same as current MCS/FS/TCS 2 Operator \$17.00 same as current \$1 adulities - Specialties	\$29.11	\$29.11	- 4	R 21	Advanced Control Course MCS	10/17/94	14.01	10/17/94	3862 4846		
		3 Core Or rator \$19.50 same as current Resins - T&B	\$17.00 \$18.50	\$27.32 \$27.32		R 19	Advanced Operator B77/78 Advanced Operator B24	08/01/93	15.22 8.22	06/09/97	2493		3
	10	2 Operator \$17.00 B HCE	\$17.00	\$27.32		R 1B	Advanced Commator B42A Vertical	11/09/98	B.94	11/09/98	0321		1
	W -	2 Overalor \$17.00 same as current Specialities - Specialities	\$17.00	\$27.32		R 19	Silicona Operator	03/12/01	7.80	08/14/06	7972		
		5 Lead Operator \$22.00 same as current MeCI - Siloxane	\$22.00	\$27.32		R 1B	Advanced Operator 835/27	10/11/04	4.02	10/11/04	0064		1 7
		2 Operator \$17.00 C 830	\$17.00	\$27.32		R 19	Advanced Plent Operator	10/16/00	8.01	10/23/08	8858		
	The second	2 Operator \$17.00 B HCE	\$17.00	\$27.32	4	R 19	Advenced Operator B42A Vartical	10/30/00	7.97	10/30/00	9744	4	
		7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11	-98	R 21	Advanced Control Operator MCS	11/05/90	17.96	11/05/90			
		2 Operator \$17.00 same as current Resins - 24	\$17.00	\$27.32	_ i	R 19	Advanced Operator B24	10/11/04	4.02	10/11/04	9429		-Smili
1	7	3A Core Operator \$20.50 B B30 - Mixing 2 Operator \$17.00 days MCS/FS/TCS	\$20.50	\$27.32		R 19	Advanced O rator 830 Mixin	10/30/00	7.97	10/30/00	7899		
_	26 1/(32	SP8 Service Position \$18.00 same as current Warehouse - MMO	\$17.00 \$18.00	\$26.88 \$27.32		R 18	Silicone Operator Material Service HCE Material Movement Operator	08/14/06	17.96 2.18	11/05/90 08/14/06	0527 9687		(a)
	T Alex	5 Lead Q retor \$22.00 same es current MCS/FS/TCS	\$22.00	\$25.98		R 19	Silicone O retor B inner MCS-FS-T		1.08	09/17/07	5756		
		5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32	7000	R 19	Advanced Operator MCS-FS-TCS	05/03/99	9.46	05/03/99	9193	7	
4		3 Cora Operator \$19.50 same as current B85 - Mixing	\$19.50	\$27.32		R 19	Advenced Operator 885 WP/TF	10/17/94	14.01	10/17/94	2747		थ
		2 Operator \$17.00 same as current Specialities - Specialties	\$17.00	\$27.32		R 19	Advenced O arator B77/78	09/17/07	1.08	09/17/07	8594		13.0
		3A Core O lor \$20.50 A 830 - PH	\$20.50	\$27.32		R 19	Advanced O tor 830 Polyhousa	10/07/02	6.03	10/07/02	1293	13	/ /
		5 Lead perator \$22.00 seme es current MCS/FS/TCS	\$22.00	\$27.32	100	R 19	Advanced O tor B37/41	07/16/94	14.26	07/16/94			
	NO. I	SPB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32		R 18	Material Movement Operator	10/23/06	1.98	10/23/06	8694		18
		2 Operator \$17.00 D 830	\$17.00	\$27.32	March 1	R 19	Advanced Operator B30 Polynouse	10/07/02	6.03	10/07/02			
	P-4	5 Lead Operator \$22.00 same as current Fluids - DMF 2 Operator \$17.00 days 885 - PKG	\$22.00 \$17.00	\$27.32 \$27.32	100		Advanced Our rator MCS-FS-TCS	02/01/93	15.72	02/01/93	6717 B525		1
4	deline	5 Leed on tor \$22.00 same as current MeCI - MeCI	\$17.00	\$27.32			Advanced Plent Control of Advanced Or rator B35/27	0B/17/07 10/11/04	1.08 4.02	09/17/07 10/11/04	B525 2786		السوي
		5A Lead Operator \$24.00 same as current MeCl - MeCl	\$24.00	\$27.32			Advanced Operator B35/27	02/01/93	15.72	02/01/93		*	· 1
-	11 12	5 Laed Overator \$22.00 same as current MeCI - Siloxane	\$22.00	\$27.32		R 1B	Advanced overator B35/27	11/09/98	9.94	11/09/98	4301		3
		2 Operator \$17.00 C B30	\$17.00	\$27.32		R 19	Silicone O or B42A Vertical	08/14/06	2.18	08/14/06			
		7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11			Advenced Control Territor MCS	10/10/94	14.03	10/10/94	0993		33
		2 Operator \$17.00 same as current Specialities - Specialities	\$17.00	\$27.32		R 1B	Advenced Operator B76	07/31/00	B.22	07/31/00		6	
													100
		5 Lead Operator \$22.00 same as current McS/FS/TCS 5 Lead Operator \$22.00 same as current McCl - MeCl	\$22.00 \$22.00	\$27.32 \$27.32			Advanced O srator MCS-FS-TCS Advanced O rator B35/27	10/31/05 05/29/90	2.96 18.40	10/31/05			

3 Core Operator \$19.50 same as current Resins - 24	\$19.50	\$27.32	R 19	Advanced Openetor B24	10/28/91	16.98	10/28/91	1969	
2 Operator \$17.00 B B30	\$17.00	\$27.32	R 19	Advanced Operator B30 WP	04/09/07	1.52	04/09/07	9660	
3 Core Open tor \$19.50 A B30 - WP 5 Lead Open tor \$22.00 same as current MCS/FS/TCS	\$19.50 \$22.00	\$26.54	R 18	Advanced Operator B30 WP	09/17/07	1.08	09/17/07	2221 8779	
5 Lead 1 rator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32 \$27.32	R 19	Advanced Operator MCS-FS-TCS Advanced Operator MCS-FS-TCS	03/16/87	21.60 16.10	09/14/92	9470	
2 Overator \$17.00 same as current B85 - PKG	\$17.00	\$27.32	R 19	Advanced Operator B85 Packaging	10/24/94	13.99	10/24/94	7048	
3A Cora Operator \$20.50 same es current B85 • PKG	\$20.50	\$27.32	R 19	Advanced Operator 885 Peckaging	11/05/90	17.96	11/05/90	4947	
7 Senior Operator \$29.11 same es current MCS/FS/TCS	\$29.11	\$29.11	R 21	Advanced Control O tor MCS	10/28/91	16.98	10/28/91	2953	
5 Lead Operator \$22.00 same es current MCS/FS/TCS	\$22.00	\$26.98	R 18	Silicona O -retor MCS-FS-TCS	09/17/07	1.08	09/17/07	4654	
2 Operator \$17.00 same es current Fluids	\$17.00	\$27.32	R 19	Advanced Plant Operator	04/09/07	1.52	04/09/07	7203	
5 Lead Operator \$22.00 same as current Fluids - DMF	\$22.00	\$27.32	R 19	Advanced Operator B37/41	10/28/91	16.98	10/28/91	8769	
5 Lead Operator \$22.00 same as current Fluids - DMF	\$22.00	\$27.32	R 19	Advanced O or B37/41	09/07/88	20.12	09/07/88	9843	
5 Laed Operator \$22.00 same as current MeCI - MeCI	\$22.00	\$27.32	R 19	Advanced O +rator B35/27	02/24/03	5.65	02/24/03	6261	
SPB Service Position \$18.00 same as current Warehouse - MMO		\$27.32	R 19	Materiel Movement Ocerator	08/04/90	18.38	06/04/90	3274	
3 Cora Operator \$19.50 same es current Resins - MQ	\$19.50	\$27.32	R 19	Advanced O erator B24	11/27/87	20.90	11/27/87	5441	
3A Cora O mator \$20.50 seme es current B85 - PKG	\$20.50	\$27.32	R 19	Advanced O rator B85 Pscka in	11/21/88	19.92	11/21/88	8322	
SPB Service Position \$18.00 same as current Warehouse - MMO		\$27.32	R 19	Material Movement Operator	10/08/90	18.04	10/08/90	2036	
3 Cora O: erator \$19.50 D B30 - PH	\$19.50	\$27.32	R 19	Advanced Operator B30 Polyhouse	10/07/02	6.03	10/07/02	0120	
3 Core Operator \$19.50 D B30 - PH	\$19.50	\$29.11	R 21	Advanced Control Operator B30 Polyne		19.86	11/14/88	7689	
2 Operator \$17.00 A HCE	\$17.00	\$27.32	R 19	Advanced Operator B42A Vertical	07/16/94	14.26	07/16/94	8183	
7 Senior Operetor \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11	R 21	Advenced Control O rator MCS	06/18/94	14.34	06/18/94	2467	
7 Sanlor O - rator \$29.11 same as current Fluids - DMF	\$29.11	\$29.11	R21	Advanced Control O erator B37/41	09/07/88	20.12	09/07/88	3592	
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11	R 21	Advanced Control Operator MCS	05/16/88	20.43	05/16/88	8445	
3 Core Operator \$19.50 C B30 - WP	\$19.50	\$27.32	R 19	Advanced Operator B30 WP	11/27/06	1.89	11/27/06	1444	
3 Core Operator \$19.50 same as current Fluids - Coetings	\$19.50	\$27.32	R 19	Advanced Operator B30 VVF	06/13/88	20.36	06/13/88	4957	
7 Senior O arator \$29.11 same es current Fluids - DMF	\$29.11	\$29.11	R 21	Advanced Control O rator 837/41	11/14/88	19.93	11/14/88	9635	
PB Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32	R 19	Meterial Movement Operator	12/19/88	19.84	12/19/88	0501	
5 Lead Or rator \$22.00 same as current Fluids - DMF	\$22.00	\$27.32	R 19	Advenced O, rator B37/41	07/18/90	18.27	07/16/90	8640	
5A Leed Operator \$24.00 same as current MeCI - MeCI	\$24.00	\$27.32	R 19	Advanced Operator B35/27	10/28/91	16.98	10/28/91	9515	
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11	R 21	Advanced Control O * rator MCS	06/04/90	18.38	06/19/06	1349	
2 Operator \$17.00 D B30	\$17.00	\$27.32	R 19	Advanced O to B30 Polymouse	10/23/06	1.98	10/23/06	8787	
5A Lead Operator \$24.00 B B30 - PH	\$24.00	\$29.11	R 21	Advanced Control Or grator B30 Polyh		7.97	10/30/00	8173	
7 Senior O, and tor \$29.11 same as current WWTP	\$29.11	\$29.11	R 21	Advanced Control O rator WWTP	10/11/04	4.02	10/11/04	4662	
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11	R 21	Advanced Control O rator MCS	02/27/84	24.65	02/27/84	0286	
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11	R 21	Advanced Control Operator MCS			03/16/87	6634	
2 O rator \$17.00 same as current Resins - 24	\$17.00	\$27.32	R 19		03/16/87	21.60			
5 Lead Operator \$22.00 same as current WWTP	\$22.00	\$27.32		Advenced Operator B24	10/13/03	5.01	10/13/03	8429	
5A Lasd Operator \$24.00 same as current Rasins - T&B	\$24.00		R 19	Advanced Control Ownton P24	10/23/08	1.98	10/23/06	2531	
5A Lead Operator \$24.00 same as current Socialities - B76	\$24.00	\$29.11	R 21	Advanced Control Operator B24	07/25/86	22.24	09/19/88	8717	
3A Cora prator \$20.50 same as current \$2 califies • B71	\$20.50	\$27.32 \$27.32	R 19	Advanced Operator B78	08/22/94	14.16	08/22/94	2022 4114	
5 Lead O rator \$22.00 same as current MeCI - MeCI	\$22.00	\$27.32	R 19	Advanced Operator B71	07/09/90	18.28	07/09/90	0501	
PB Service Position \$18.00 same as current Warehouse - MMO			R 19	Advanced O, rator B35/27	06/18/94	14.34	06/18/94	4507	
3A Core Operator \$20,50 A Specialities - B78	\$20.50	\$27.32 \$27.32		Material Movement Operator	07/31/00	8.22	07/31/00		
2 Operator \$17.00 C HCE	\$17.00	\$27.32	R 19	Advanced Operator 877/78	06/18/90	18.34	06/18/90	1481	
3 Core Operator \$19.50 B B30 - WP	\$19.50	\$27.32	R 19	Advanced Operator B30 Dougramixer	07/31/00	8.22	07/31/00	1954	
3 Cora Oyeretor \$19.50 same as current Fluids - Emul			R 19	Advenced Operator B30 WP	06/18/94	14.34	06/18/94	9266	
ervice Position \$14.00 same as current Maintenance - Plant Same	\$19.50 \$14.00	\$26.98 \$25.98	R 18	Silicona Operator Intermediata Fluids	04/09/07	1.52	04/09/07	1174	
5 Laed Operator \$22.00 same as current MCS/FS/TCS			R 17	Plant Services Operator	01/22/86	22.75	01/22/86	9159	
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$22.00 \$29.11	\$27.32	R 19	Advanced Operator MCS-FS-TCS	10/28/91	16.98	10/28/91	8154	
5 Lead Operator \$22.00 same as current MCS/FS/TCS		\$29.11	R 21	Advanced Control October MCS	10/29/90	17.98	10/29/90	9695	
5A Lead O, rator \$24.00 same as current Fluids - Coating	\$22.00	\$27.32	R 19	Advanced Operator MCS-FS-TCS	06/13/88	20.38	06/13/88	2862	
5 Lead of Frator \$22.00 same as current MCS/FS/TCS	\$24.00 \$22.00	\$29.11	R 21	Advanced Control O eretor B37/41	07/23/90	18.25	07/23/90	1199	
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32	R 19	Advanced Operator MCS-FS-TCS	09/24/01	7.07	07/06/04	1968	
5A Land Operator \$24.00 C 830 - WP		\$27.32	R 19	Advanced Operator MCS-FS-TCS	02/09/87	21.70	02/09/87	7955	
5 Leed Operator \$22.00 same as current MCS/FS/TCS	\$24.00	\$28.14	R 20	Advanced Control O eretor B30 WP	11/27/06	1.89	11/27/06	7234	
3A Core Operator \$22.50 sama as current MCS/F5/TCS	\$22.00	\$27.32	R 19	Advanced prator MCS-FS-TCS	05/15/00	8.43	05/15/00	5150	
5A Laad O tor \$24.00 C S elities - B76	\$20.50	\$27.32	R 19	Advanced Plant Operator	10/11/04	4.02	10/11/04	9160	
3A Cora Octor \$20.50 same as current Schollities - B78	\$24.00	\$27.32	R 19	Advanced Operator 876	10/24/94	13.99	10/24/94	0984	
5 Lead O rator \$22.00 same as current SWTP	\$20.50 \$22.00	\$27.32	R 19	Advanced O, erator B77/78	06/04/90	13.38	06/04/90	5000	
		\$27.32	R 19	Advanced Operator WWTP	09/17/90	18.09	09/17/90	0785	
5A Leed Operator \$24.00 same as current B85 - PKG 2 Operator \$17.00 days 830	\$24.00	\$27.32	R 19	Advanced O erator 885 Packarin	02/06/86	22.71	02/06/86	7507	
3 Core O eator \$19.50 same as current Resins - 24	\$17.00	\$27.32	R 19	.Warehouse Service Or arator B80	08/29/88	20.15	08/29/88	8884	
	\$19.50	\$27.32	R 19	Advenced Operator B24	10/28/91	16.98	10/28/91	9768	
2 Operator \$17.00 D \$ cialities - \$ cielles	\$17.00	\$27.32	R 19	Warahouse Service Operator B80	04/15/87	21.52	04/15/87	3448	
7 Sepire Operator \$19.50 same as current \$19.50 ities - B78	\$19.50	\$27.32	R 19	Advanced O ator 877/78	07/25/88	20.24	07/25/88	4662	
7 Senior Operator \$29.11 same es current WWTP	\$29.11	\$29.11		Advenced Control O, erator WWTP	10/03/88	20.05	10/03/88	9460	
5A Lead Our rator \$24.00 seme as current Specialities - B76	\$24.00	\$29.11	R 21	Advanced Control Operator B76	06/16/86	22.35	06/16/86	2258	
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32		Advenced Operator 885 Peckaging	10/26/87	20.99	10/26/87	9504	
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11	R 21	Advanced Operator MCS-FS-TCS	10/11/04	4.02	10/11/04	7243	
2 Operator \$17.00 A HCE	\$17.00	\$27.32		Advanced Operator B42A Vertical	06/04/90	18.38	08/04/90	6863	
5 Lead O -rator \$22.00 same as current Fluids - DMF	\$22.00	\$27.32		Advanced Operator 837/41	06/18/94	14.34	06/18/94	8910	
5A Lead Operator \$24.00 same as current MaCI - Siloxane	\$24.00	\$27.32		Advanced Operator B35/27	10/11/92	16.02	06/09/97	7059	
2 Operator \$17.00 days WWTP	\$17.00	\$27.32	R 19	Advanced Operator B35/27	09/04/90	18.13	09/04/90	5817	
3 Cora Operator \$19.50 same es current Fluids - Coatinus PB Sarvice Position \$18.00 same as current Warehouse - MMO	\$19.50	\$27.32	R 19	Advanced Operetor B37/41	02/26/01	7.64	11/11/02	9464	
		\$27.32	R 19	Material Movement O - retor	10/28/91	16.98	10/28/91	3327	

2 Operator \$17.00 deys 830	217.00	Ø27 10	1	0.40	Washington Continue C	00/47/00	10.00	00147100	DAAE	-		
3 Core 1: rator \$19.50 days 885 - PKG	\$17.00 \$18.50	\$27.32 \$27.32		R 19 R 19	Warehouse Service O retor 880 Advanced Operator 885 Packaging	09/17/90	18.09 20.59	09/17/90 03/21/88	2145 4110			
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$28.11	\$29.11		R 21	Advenced Control Operator MCS	10/04/04	4.04	10/04/04	9372			
2 Operator \$17.00 D B30	\$17.00	\$27.32	1 1 5		Advenced Operator B30 Packaring	05/15/00	8.43	05/15/00	0186			
2 Operator \$17.00 C B30	\$17.00	\$27.32			Advanced Operator B30 Mixing	01/26/87	21.74	01/26/87	3763			
2 Operator \$17.00 same as current B85 - PKG 5 Lead Operator \$22,00 same as current WWTP	\$17.00 \$22.00	\$27.32 \$27.32	-	R 19	Advanced O erator B85 Peckayin	11/12/90	17.94	11/12/90	4298 2987			
3A Core Operator \$20.50 same as current B85 - PKG	\$20.50	\$27.32	-	R 19	Advanced Contrator WWTP Advanced Overator 885 Pecuaping	09/14/92 05/04/87	16.10 21.47	09/14/92	5655			
2 Operator \$17.00 A B30	\$17.00	\$26.98	1	R 18	Silicone O to for Intermediate Polyne-1		26.43	08/21/06	1103			
5 Lead Operator \$22.00 same es current MCS/FS/TCS	\$22.00	\$26.54	-		Advanced Operator MCS-FS-TCS	09/17/07	1.08	09/17/07	4486			
3A Cora Operator \$20.50 same es current 885 - Mixing	\$20.50	\$29.11			Advanced Control Operator B85 WP/TF	11/23/87	20.91	11/23/87	9098			
2 Operator \$17.00 same as current Resins - 24	\$17.00	\$27.32	1		Advanced Perator B24	10/11/04	4.02	10/11/04	6155			-
2 Operator \$17.00 C B30 5 Lead Overetor \$22.00 same as current MeCl - MeCl	\$17.00	\$27.32	-		Advanced Operator B30 Mixing	09/17/07	1.08	09/17/07	2281			
5A Lead O rator \$24.00 same as current MeCI - MeCI	\$22.00 \$24.00	\$27.32 \$29.11	-	R 19 R 21	Advanced Operator B35/27 Advenced Control Operator B24	02/01/93	15.72 14.03	02/01/93	7326 5895	1		
3 Core Operator \$18.50 same as current Fluids - Coatings	\$19.50	\$27.32	17		Advanced Completor B37/41	08/14/06	2.18	08/14/06	3268			
5 Lead Operator \$22.00 same as current Fluids - DMF	\$22.00	\$27.32			Advanced Operator 837/41	02/01/93	15.72	02/01/93	1138			
3A Core Operator \$20.50 same as current B85 - Mixing	\$20.50	\$29.11	100	R 21	Control Operator WP/TFK-85	09/07/88	20.12	09/07/88	3617		U / / V	
2 Operator \$17.00 C HCE	\$17.00	\$27.32	1		Advanced Operator 830 Doughmixer	01/26/87	21.74	01/26/87	0549			
5A Lead Operator \$24.00 same as current Specialities - 876 7 Senior Operator \$29.11 same as current McCI - Siloxana	\$24.00	\$29.11		R21	Advanced Control O erator 876	06/20/83	25.34	06/20/83	4417			
7 Senior Operator \$29.11 same as current WWTP	\$29.11 \$29.11	\$29.11 \$29.11	-		Advanced Control Operator B35/27 Advanced Control Operator WWTP	08/20/90 06/18/94	18.17 14.34	08/20/90	6988 4743		MA. I	
5A Leed Operator \$24.00 same as current Resins - 24	\$24.00	\$29.11	-		Advanced Control O -rator B24	06/16/86	22.35	06/18/86	9799			
5A Lead Operator \$24.00 same as current Specialities - 876	\$24.00	\$27.32	4		Advanced Operator 876	07/16/94	14.28	07/16/94	0596			
5A Leed Operator \$24.00 A 830 - Mixing	\$24.00	\$29.11			Advanced Control O water B30 Mixing	09/24/90	18.07	09/24/90	7868			
5A Lead O - rator \$24.00 same es current Fluids - Emul	\$24.00	\$29.11			Advenced Control O erator 837/41	02/09/87	21.70	02/09/87	2009			
3A Core Operator \$20.50 A B30 - Mixing 5 Leed Operator \$22.00 same as current MCS/FS/TCS	\$20.50	\$27.32	-		Advanced O - rator B30 Mixing	10/22/90	18.00	10/22/90	0496			12
3 Core Operator \$19.50 B HCE	\$22.00 \$19.50	\$27.32 \$29.11			Advanced Operator MCS-FS-TCS Advanced Control Operator B42A Vertice	09/14/92	16.10	09/14/92	3632 8096			-
3 Core Or erator \$19.50 same as current B85 - Mixing	\$19.50	\$27.32			Advanced Operator 885 WP/TF	01/09/89	18.04 19.78	10/08/90	3210			
7 Senior Operator \$28.11 same as current Fluids - DMF	\$29.11	\$29.11			Advenced Control Operator B37/41	07/25/88	20.24	07/25/88	6585			
SPB Service Position \$18.00 same as current Werehouse - MMO	\$18.00	\$27.32			Materiel Movement Operator	10/08/90	18.04	10/08/90	8771			
2 Operetor \$17.00 C-shift Fluids	\$17.00	\$27.32			Advanced Plent Operator	02/24/03	5.65	02/24/03	9026	ļ ļ		
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.41			Control Operator Leader	02/09/87	21.70	02/09/87	5886			-
3 Cora Operator \$19.50 same es current Fluids - Spec 2 Operator \$17.00 O Specialities - Specialities	\$19.50 \$17.00	\$27.32			Advanced Or eretor B37/41	09/20/92	16.08	06/09/97	4281			
7 Senior Occretor \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11 \$29.11	- 1		Warehouse Service Operator 880 Lead Advenced Control Operator MCS	09/08/81	21.70 27.12	02/09/87	5438 0393			
3 Core Or rator \$18.50 same es current Resins - 24	\$19.50	\$27.32			Advenced Operator 824	10/10/94	14.03	10/10/94	7974			
3 Core Operator \$19.50 same es current B85 - PKG	\$19.50	\$27.32			Advenced Operator B85 Packagine	11/19/90	17.92	11/19/90	5764			
5 Lead Or erator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32			Advanced Operator B42A Vertical	08/14/06	2.18	08/14/06	6081			
5A Lead Operator \$24.00 same as current B85 - PKG	\$24.00	\$27.32			Advanced Operator 885 Peckaging	12/05/80	27.88	03/16/97	0586			
5A Lead Operator \$24.00 same as current Fluids - Spec 3 Core Operator \$19.50 same as current B85 - PKG	\$24.00 \$19.50	\$29,11 \$27.32			Control Operator Fluids 37/41/48 Advanced Operator 885 Packacing	11/05/90	17.96	11/05/90	7909			
SP8 Service Position \$18.00 same es current Werehouse - MMO	\$18.00	\$27.32			Materiet Movement O retor	02/01/93	15.72 14.38	02/01/93	3838 3226			
2 Operator \$17.00 C B30	\$17.00	\$27.32			Advanced Operator B30 Parkacing	08/23/99	9.16	08/23/99	1949			
5A Lead Operator \$24,00 C S ecialities - B78	\$24.00	\$27.32			Advanced Operator B77/78	01/26/87	21.74	01/26/87	3245			
2 Operator \$17.00 same es current B85 - PKG	\$17.00	\$27.32				10/03/88	20.05	10/03/88	1274			
3 Core Operator \$19.50 same as current Fluids - Spec 2 Operator \$17.00 B HCE	\$19.50	\$27.32			Advenced Operator B37/41	10/24/94	13.99	10/24/94	6518			
2 Operator \$17.00 A HCE	\$17.00 \$17.00	\$27.32 \$27.32			Advanced Operator B42A Vertical Advenced Operator 830 Doughmixer	10/17/94 08/23/99	14.01	10/17/94	4117 5150			
5 Leed Operator \$22.00 same as current WWTP	\$22.00	\$27.32	-		Advanced Operator WWTP	06/16/86	9.16 22.35	08/23/99	7776			
2 Operator \$17.00 B Specialities - Specialities	\$17.00	\$27.32			Warehouse Service Operator B80	08/18/78	30.18	08/18/78	9544			
SPB Service Position \$18.00 same as current Warahouse - MMO	\$18.00	\$27.32			Meterial Movement O rator	05/03/99	9.46	05/03/99	2880	î		
SPB Service Position \$18.00 same as current Werahouse - Drum	\$18.00	\$25.98				08/30/81	27.15	01/09/81	9636	1		
3 Core Operator \$19.50 same es current Resins - 24 5 Leed Operator \$22.00 same es current Fluids - DMF	\$19.50	\$27.32	- 60		Advenced Operator 824	08/14/92	16.10	09/14/92	3573			
2 Operator \$17.00 D Secielities - 6 cialties	\$22.00 \$17.00	\$27.32 \$27.32	-			02/02/87	21.72	02/02/87	6995	2		
3 Core Operator \$18.50 same as current S alities - B78	\$19.50	\$27.32			Advanced O retor 877/78	07/10/78	30.29 19.84	07/10/78	0924 0842			
5 Leed O rator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32				02/01/93	15.72	02/01/93	4899	f		
3A Core Operator \$20.50 same as current Specialities - 878	\$20.50	\$27.32				09/29/88	20.06	08/29/88	5632	Ī		
2 Operator \$17.00 C-shift Fluids	\$17.00	\$27.32				07/06/04	4.28	07/06/04	5553			
3 Core O erator \$19.50 same as current Specialities - B76 5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$19.50	\$27.32			Advanced O srator 876	10/24/94	13.99	10/24/94	6091	Į		
2 Operator \$17.00 A HCE	\$22.00 \$17.00	\$26.98 \$27.32				09/17/07	1.08	09/17/07 08/06/90	4143 2969	Į.		
5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$22.00	\$27.32				10/11/04	4.02	10/11/04	5963	•		
2 O rator \$17.00 same es current Specielities - Secielties	\$17.00	\$29.11				05/09/83	25.46	05/09/83	1608			
3 Core Operator \$18.50 C 830 - PH	\$18.50	\$28.14		R 20	Advanced Control Operator 830 Polyhs	10/10/94	14.03	10/10/94	8682	i		
2 O series \$17.00 same as current B85 - PKG	\$17.00	\$27.32	- 100			08/22/94	14.16	08/22/94	2074	i i		
2 Op rator \$17.00 B HCE 3 Core Operator \$18.50 same as current Resins - 24	\$17.00	\$27.32	- 1	R 18	Advenced Operator B42A Vertical	02/10/86	22.70	06/18/94	4316			
5 Lead Operator \$22.00 same es current MCS/FS/TCS	\$19.50 \$22.00	\$27.32 \$27.32				10/22/90 08/22/94	18.00	10/22/90 08/22/94	7099 9479			
Service Position \$14.00 same es current Maintenance - Plant Service	\$14.00	\$25.98	100			03/20/78	14.16 30.60	03/20/78	B170			
3 Core Operator \$19.50 same as current Specialities - B71	\$19.50	\$27.32				07/27/89	19.24	10/07/02	2363			
5 Lead Operator \$22.00 seme as current MCS/FS/TCS	\$22.00	\$27.32	1			07/23/90	18.25	07/23/90	0307	- 1		
	-								-			

	2 Operator \$17.00 B B30	\$17.00	\$26.98		R 18			09/17/07	1.08	09/17/07	0115	
	5A Laad Operator \$24.00 same as current Specialities - B76	\$24.00	\$29.11 \$27.32		R 21			03/26/79 09/13/84	29.58 24.19	03/26/79 08/13/84	8057 0484	
	2 Operator \$17.00 sama as current B85 - PKG 3 Cora Operator \$19.50 same as current Fluids - Special	\$17.00 \$19.50	\$27.32		R 19			05/15/00	9.43	05/15/00	0460	
	2 Operator \$17.00 day Fluids	\$17.00	\$29.11		R 21			04/14/86	22.52	04/14/86	1056	
7	3 Cora Operator \$19.50 C HCE	\$19.50	\$29.11		R 21		vanced Control Operator B42A Vartic		19.25	07/23/90	3380	
100	7 Senior Operator \$29.11 sama as current MCS/FS/TCS	\$29.11	\$29.41		R 22			01/23/78	30.75	01/23/79	1204	
	3 Core Operator \$19.50 same as current Resins - 24	\$19.50	\$27.32		R 19			10/29/90	17.98	10/29/90	6733	
	7 Senior O rator \$29.11 sama as current MCS/FS/TCS	\$29.11	\$29.11		R 21			10/08/90	18.04	10/08/90	056B	-
	7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11		R 21			08/23/86	22.33	06/23/86	1729	
	2 Operator \$17.00 sama as current 885 - PKG 3 Cora Operator \$19.50 same as current 885 - PKG	\$17.00 \$19.50	\$27.32 \$27.32		R 19			06/13/88 10/12/87	20.36 21.03	06/13/88 10/12/87	1209	
-	3A Cora Operator \$20.50 sama as current B85 - Mixing	\$20.50	\$29.11		R 21			02/02/87	21.72	02/02/87	0205	
1-1	2 O rator \$17.00 days Fluids	\$17.00	\$29.11		R 21			01/26/87	21.74	01/26/97	2750	
	5 Laad Operator \$22,00 same as current MaCI - MeCt	\$22.00	\$27.32		R 19			10/10/94	14.03	10/10/94	7142	
	2 Operator \$17.00 C HCE	\$17.00	\$27.32		R 19			10/10/83	25.04	10/10/83	7735	
	5A Laad O rator \$24.00 B B30 - Mixing	\$24.00	\$29.11		R 21			08/17/87	21.18	08/17/87	8445	-
	7 Senior Operator \$29.11 same as current MeCI - Slloxana	\$29.11	\$29.11		R 21			05/04/87	21.47	05/04/87	7029	
-	3 Cora Operator \$19.50 same as current Fluids - Sec	\$19.50	\$27.32		R 19			10/24/94	13.99	10/24/94	3682	
_	3 Core Operator \$19.50 same as current B85 - Mixing 3 Core Operator \$19.50 A B30 - WP	\$19.50 \$19.50	\$27.32 \$26.98		R 19 R 18			10/24/94 09/17/07	13.99	10/24/94 09/17/07	7766 1755	
	2 O arator \$17.00 same as current Fluids	\$17.00	\$27.32		R 19			05/03/99	9.46	05/03/99	4152	
	2 Operator \$17.00 days MeCl - MeCl	\$17.00	\$27.32		R 19			04/30/84	24.4B	04/30/84	1600	
	5 Lead O rator \$22.00 same as current MeCl - Siloxana	\$22.00	\$27.32		R 19			10/11/04	4.02	10/11/04	8670	
	3 Cora O <sub>1</sub> erator \$19.50 same as current 885 - PKG	\$19.50	\$27.32		R 19			05/19/86	22.43	05/19/86	0082	
	3 Core Operator \$19.50 C 830 - PH	\$19.50	\$27.32		R 19	Adv	vanced Operator B30 Polynouse	10/07/02	6.03	10/07/02	6488	
	5A Laad Or arator \$24.00 A B30 - WP	\$24.00	\$29.11		R 21			10/11/04	4.02	10/11/04	7635	
	2 Ocerator \$17.00 sama as current Sendetities - Sendatitaa	\$17.00	\$27.32		R 19			02/01/93	15.72	02/01/93	6057	
	5A Lead Operator \$24.00 same as current \$ ecialities - B79 2 Operator \$17.00 days MCS/FS/TCS	\$24.00	\$29.11		R 21			04/25/81	27.50	04/28/86	8320 2512	
	5 Lead Operator \$22.00 same as current MCS/FS/TCS	\$17.00 \$22.00	\$27.32 \$27.32		R 19			09/14/78	30.11 19.19	09/14/79   08/13/90	1494	
	3 Cora Operator \$19.50 same as current Fluids - Coatings	\$19.50	\$27.32		R 19			08/22/94	14.16	08/22/94	1514	
	5A Lead Operator \$24.00 same as current Rasins - MQ	\$24.00	\$29.11		R 21			03/13/78	30.62	03/13/78	7041	
	5A Lead Operator \$24.00 sama as current MeCI - Siloxane	\$24.00	\$27.32		R 19			08/20/90	19.17	08/20/90	1038	
	5A Lead Operator \$24,00 A B30 - PH	\$24.00	\$29.11		R 21			05/04/76	32.47	05/04/76	3395	
	3 Cora Operator \$19.50 sama as current Fluids - Emul	\$19.50	\$27.32		R 19			09/14/92	16.10	10/28/96	3094	
SP	B Service Position \$18.00 same as current Warehouse - MMO	\$18.00	\$27.32		R 19	_		05/21/84	24.42	05/21/84	8344	
	3 Cora Operator \$19,50 A Specialities - B78	\$19.50	\$27.32		R 19			10/17/83	25.02	10/17/83	2256	
	3 Cora Operator \$19.50 same as current Specialities - B78 3 Cora Operator \$19.50 same as current B85 - Milion	\$19.50 \$19.50	\$27.32 \$27.32		R 19			02/25/76 10/17/94	32.66 14.01	02/25/76 10/17/94	1072 9636	
	2 O rator \$17.00 A B30	\$17.00	\$26.99		R 1B			06/13/77	31.36	03/18/79	5702	
-	SPC Sarvice Position \$20.00 days B30	\$20.00	\$29.11		R 21			05/15/75	33.45	09/09/74	0906	
	2 O mater \$17.00 nights B85 - PKG	\$17.00	\$27.32		R 19			04/11/88	20.53	04/11/88	3789	
	3A Cora O tor \$20.50 D B30 - Mixin	\$20.50	\$27.32		R 19			02/01/93	15.72	02/01/93	9739	
	3 Core Operator \$19.50 sama as current Specialities - 876	\$19.50	\$27.32		R 19			10/10/94	14.03	10/10/94	7250	
-	5 Laad Operator \$22.00 same as current WWTP	\$22.00	\$27.32		R 19			08/12/76	32.20	08/12/76	2928	
	3 Cora Cymrator \$19.50 9 B30 - PH	\$19.50 \$24.00	\$27.32 \$29.11		R 19			08/05/74	34.22	10/12/87	7452	
5	5A Lead Operator \$24,00 B HCE 6A Lead Operator \$24,00 seme as current Specialities - B71	\$24.00	\$29.11		R 21			04/14/86 12/05/88	22.52 19.88	04/14/86 12/05/88	5170	
	2 Operator \$17.00 nights B85 - PKG	\$17.00	\$27.32		R 19			10/17/83	25.02	10/17/83	3083	
17.7	2 Operator \$17.00 days Fluids	\$17.00	\$27.32		R 19			10/28/91	16.98	10/28/91	4064	
	2 Operator \$17.00 B Specialities - Specialities	\$17.00	\$27.32		R 19			01/30/76	32.73	01/30/76	3662	
	5A Lead Op rator \$24.00 same as current Resins - 24	\$24.00	\$29.11		R 21			05/14/76	32.45	05/14/76	2716	
	B Sarvice Position \$18.00 sama as current Warehouse - MMO	\$18.00	\$27.32		R 19			06/11/77	31.37	04/11/77	4130	
SPI	B Service Position \$18.00 sama as current Warehouse - MMO	\$18.00	\$27.32		R 19			04/23/77	31.50	04/09/84	2411	
	2 Operator \$17.00 B B30	\$17.00	\$27.32		R 19			11/11/02	5.93	11/11/02	0233	
	5 Lead O_arator \$22.00 same as current MeCl - MeCl 5 Lead O_arator \$22.00 same as current MCS/FS/TCS	\$22.00 \$22.00	\$27.32 \$25.98		R 19 R 17		vanced Operator B35/27 cone Operator Intermediata MCS-FS (	10/29/90	17.99	10/29/90 09/17/07	4937 8757	
	5A Laad Operator \$24.00 sama as current Rasins - 24	\$24.00	\$29.11	-	R 21			04/14/80	29.53	01/20/86	0225	
	3 Cora Operator \$19.50 same as current B85 - Mixing	\$19.50	\$27.32		R 19			06/15/77	31.36	05/17/77	1495	
	5 Lead O erator \$22.00 same as current WWTP	\$22.00	\$27.32		R 19			10/07/02	6.03	10/07/02	2850	
	3A Cora Operator \$20.50 C B30 - Mixing	\$20.50	\$27.32		R 19	Adv	vanced Operator B30 Mixing	10/11/04	4.02	10/11/04	6584	
	3 Cora Operator \$19.50 sama as current Fluids - Spec	\$19.50	\$27.32		R 19			07/31/00	9.22	07/31/00	4239	
5	A Lead Operator \$24.00 same as current Fluida - Coathon	\$24.00	\$29.11		R 21			11/14/77	30.94	05/10/79	1130	
-	2 Operator \$17.00 days WWTP	\$17.00	\$27.32					08/15/83	25.19	08/15/83	1514	
	7 Senior Orator \$29.11 same as current Utilities	\$29.11	\$29.11		R 21		vanced Control Operator Bollamouse (		33.35	08/20/84	1880	
	3 Cora Operator \$19.50 same as current Fluida - Spec 2 Operator \$17.00 B B30	\$19.50 \$17.00	\$27.32 \$27.32					10/29/90 05/25/75	17.98	10/29/90	0296 4024	
	2 Operator \$17.00 B B30 2 Operator \$17.00 days MeCl - MaCl	\$17.00	\$27.32					04/27/78	33.42 30.49	04/27/79	4068	
	3 Cora Operator \$19.50 same as current Secialius - B76	\$19.50	\$27.32					10/10/75	33.04	12/04/86	8327	
	SPC Service Position \$20.00 same as current B85 - SPC	\$20.00	\$29.11		R 21			08/20/73	35.18	08/20/73	0804	
	3 Core Operator \$19.50 A HCE	\$19.50	\$27.32					01/02/74	34.81	01/02/74	1167	
	5A Lead Ouarator \$24.00 same as current Resins - T&B	\$24.00	\$29.11		R 21	Adv	vanced Control Operator B24	02/02/87	21.72	02/02/87	3143	
	5 Laad Operator \$22.00 sama as current MCS/FS/TCS	\$22.00	\$27.32		R 19	Adv		03/22/93	15.58	04/19/93	0433	

	0.50 same as current Specialities - B76 519.50 sama as current Rasins - 24	\$19.50 \$19.50	\$27.32	R 19	Advanced	Operator I		06/22/87 03/17/82	21.33 26.60	10/28/91	2364 8006	
200	rator \$17.00 days B30	\$17.00	\$27.32	R 19	Warahous	sa Service	Operator Pail Room	08/20/73	35.18	08/20/73	1308	
	22.00 same as current MCS/FS/TCS	\$22.00	\$27.32	R 19			MCS-FS-TCS	07/16/94	14.26	07/16/94	7629	
	Operator \$19.50 A HCE	\$19.50	\$29.11	R 21			rator B42A Varti		34.25 34.02	09/19/88	7668 8333	
	\$20.50 sama as current B85 - Mixing erator \$17.00 A HCE	\$20.50 \$17.00	\$29.11 \$27.32	R 21			ator B85 WP/TF 342A Vartical	04/21/86	22.50	04/21/86		
	4.00 same as current Specialities - B78	\$24.00	\$29.11	R 21			erator B77/78	09/08/81	27.12	09/08/81	4089	
	.50 same as current S adelities - B78	\$19.50	\$27.32	R 19		Operator I		08/13/74	34.20	06/22/87	8391	
3 Cora C	rator \$19.50 B B30 - PH	\$19.50	\$29.11	R 21				08/17/78	30.19	08/17/78	0949	
	7.00 seme as current Resins - 24	\$17.00	\$27.32	R 19		Operator I		11/29/81	26.90	09/30/91	0376	
	9.50 same as current S cialities - B78	\$19.50	\$27.32	R 19		Operator I		09/04/78	32.14 1.08	02/29/88	0530 0995	
	me ea current S cialitias - S alties rator \$17.00 D B30	\$17.00 \$17.00	\$27.32 \$27.32	R 19			342A Varticel	10/23/08	1.98	10/23/06	0247	
	or \$22.00 same as current WWTP	\$22.00	\$27.32	R 19			WTP Pad	11/26/74	33.91	04/04/74	2837	
	retor \$17.00 days Fluids	\$17.00	\$28.14	R 20		ny a Room		12/26/73	34.83	12/26/73	9227	
3 Core O, erator \$19	9.50 same as current Fluids - Coalinus	\$19.50	\$27.32	R 19		d Operator I		05/03/99	8.46	05/03/99	6477	
	9.50 same as current Fluids - Coalings	\$19.50	\$27.32	R 19		O rator I		10/30/00	7.97	10/30/00	8450	
	19.50 same as current Fluids - Emul	\$19.50 \$19.50	\$27.32 \$27.32	R 19		d Operator I d Operator I		06/18/94	14.34 16.27	10/28/96	1868 0822	
	19.50 same es current Resins - MQ 7.00 sama es current B85 - PKG	\$17.00	\$27.32	R 19			385 Packaping	10/24/81	27.00	06/18/94	0794	
	same as current Maintenance - Plant Serv	\$14.00	\$25.98	R 17		vices On re		04/02/79	29.56	04/02/79	3342	
	perator \$24.00 D B30 - WP	\$24.00	\$29.11	R 21	Advanced	Control O	eralor B30 WP	09/21/82	26.09	11/21/88	8988	
	r \$22.00 sama as current WWTP	\$22.00	\$27.32	R 19		Operator \		11/08/73	34.96	07/15/96	3376	
	7.00 same as current B85 - PKG	\$17.00	\$27.32	R 19			385 Packaging	07/06/74	34.30	07/22/96	5165	
	\$24.00 same as current MeCl - MaCl	\$24.00 \$17.00	\$27.32 \$27.32	R 19		Operator i	335/27 342A Vertical	08/28/72 02/01/93	36.18 15.72	02/02/87	3895 2578	
	raior \$17.00 B HCE 7.00 same as current B85 - PKG	\$17.00	\$27.32	R 19				01/09/89	19.78	01/09/89	7753	
	or \$29.11 same as current Utilities	\$29.11	\$29.11	R 21				10/17/83	25.02	10/17/83	4455	
	.00 same as current Resins - 24	\$17.00	\$27.32	R 19	Advanced	Operator E	324	10/24/94	13.99	10/24/94	0050	
7 Sanior Operator \$2	29.11 sama as current MeCI - Siloxana	\$29.11	\$29.11	R 21			arator B35/27	05/01/84	24.48	05/04/87	0807	
	ator \$17.00 B-shift Fluids	\$17.00	\$27.32	R 19		Plant Ope		10/30/00	7.97	10/30/00	5633	
	erator \$19.50 D B30 - WP	\$19.50	\$27.32	R 19		O tor I		08/02/76	32.23	03/02/87	1344 0383	
	perator \$19.50 C B30 - PH perator \$17.00 A HCE	\$19.50 \$17.00	\$27.32 \$27.32	R 19			342A Vartical	05/29/75	33.41 8.41	02/24/03	2638	
	rator \$17.00 A RCE	\$17.00	\$27.32	R 19				09/07/88	20.12	09/07/88	4797	
	\$19.50 same as current B85 - PKG	\$19.50	\$27.32	R 19				02/02/87	21.72	02/02/87	8966	
	ce Position \$20.00 days B30	\$20.00	\$29.11	R 21	Advanced	MSCO B3	0 & B14	01/05/75	33.80	05/03/74		
	.50 same as current Specialitias - B76	\$19.50	\$27.32	R 19		Operator E		04/23/81	27.50	07/22/96	5067	
	24.00 same as current Fluids - Emul	\$24.00	\$29.11	R 21			erator B37/41	05/19/75	33.44	02/02/87	2005 3605	
	rator \$19.50 C B30 - WP for \$17.00 days Fluids	\$19.50 \$17.00	\$27.32 \$27.32	R 19		Plant Oper	O rator B80	02/26/73	35.66 35.81	07/15/96	7816	
	ator \$17.00 days Resins	\$17.00	\$27.32	R 19			operator B80	03/10/72	36.63	05/31/88	7413	
	0.50 sama as current Spacialities - B78	\$20.50	\$27.32	R 19		Operator E		05/29/90	18.40	05/29/90	0554	
2 Operator \$1	7.00 C Specialities - Specialtias	\$17.00	\$27.32	R 19			O arator B80	09/10/90	18.11	10/25/91	8757	
	.50 same as current Specialities - B78	\$19.50	\$27.32	R 19		Operator E		02/14/77	31.69	02/14/77	9623	
	on \$20.00 sama as currani B85 - SPC	\$20.00	\$29.11	R 21 R 19		MSCO B8	5 Packagin	06/01/76	32.40 25.15	08/29/83	8999 9753	
	.50 sama as current Spacialities - B78 parator \$17.00 B HCE	\$19.50 \$17.00	\$27.32 \$29.11	R 21		MSCO HC		12/28/76	31.82	12/28/76	3872	
	4.00 same as current Specialities - B76	\$24.00	\$27.32	R 19		O arator I		08/30/74	34.15	10/12/87	3380	
	Operator \$19.50 C HCE	\$19.50	\$27.32	R 19			342A Vartical	04/30/79	29.48	04/30/79	8366	
5A Lead O rator \$2	4.00 sama as current Specialities - B76	\$24.00	\$29.11	R 21	Advanced	Control O	perator B76	11/01/91	16.97	11/01/91	8171	
	perator \$19.50 A B30 - PH	\$19.50	\$27.32	R 19				09/03/74	34.14	10/12/87	5059	
	Operator \$19.50 B HCE	\$19.50	\$27.32	R 19			342A Verticel	06/27/77	31.33	06/26/80	9764	
	4.00 same as current Fluids - Coatings 22.00 same as current MCS/FS/TCS	\$24.00 \$22.00	\$29.11 \$27.32	R 21			rator B37/41 MCS-FS-TCS	01/26/87	21.74 33.76	01/26/87	7793 1026	
	29.11 same as current McCl - Siloxane	\$29.11	\$29.11	R 21			perator B35/27	11/08/71	36.96	09/14/87	3885	
	19.50 same as current B85 - Mixing	\$19.50	\$27.32	R 19			385 WP/TF	09/15/79	29.11	02/17/87	8916	
5A Lead O	retor \$24.00 D B30 - Mixing	\$24.00	\$29.11	R 21	Advanced	Control O	arator B30 Mixing	09/29/78	30.07	09/29/78	2222	
	tor \$17.00 A B30	\$17.00	\$27.32	R 19		Or rator t		06/23/78	30.34	03/22/78	7618	
	18.00 same as current Warehouse - MMO		\$27.32	R 19		Aovament C		11/05/90	17.96	11/05/90	1503	
	eralor \$17.00 C HCE	\$17.00	\$27.32	R 19				11/16/73	34.94	09/14/92	3984	
	perator \$17.00 B HCE 22.00 same as current B85 - Mixing	\$17.00 \$22.00	\$27.32 \$29.11	R 19			342A Varticel -rator B85 WP/TF	12/28/73 04/11/73	34.82 35.54	09/11/95	3965 2388	
	7.00 sama as current B85 - PKG	\$17.00	\$27.32	R 19			385 Packaging	12/04/72	35.89	04/06/87	7464	
7 Senior Operato	or \$29.11 sama as current Utilitias	\$29.11	\$29.11	R 21	Advanced	Control O	-rator Boilarhous	06/30/76	32.32	06/30/76	8699	
	rator \$17.00 B B30	\$17.00	\$27.32	R 19	Advanced	i Operator E	330 Mixing	01/23/76	32.75	08/08/83	8746	
	r \$17.00 days MCS/FS/TCS	\$17.00	\$27.32	R 19				09/30/76	32.07	09/30/76	7655	
	19.50 same as currant Rasins - MQ	\$19.50 \$17.00	\$27.32	R 19		Operator E	324 342A Vertical	05/08/73 10/11/76	35.47 32.04	02/02/87	_ 5803 2521	
	rator \$17.00 C HCE 18.00 same as current Warehouse - MMO	\$17.00	\$27.32 \$27.32	R 19		Agvernent C		07/08/73	35.30	06/25/73	7885	
	18.00 same as current Warehouse - MMO		\$27.32	R 19		Aovement C		07/11/88	20.28	07/11/88	6087	
	Operator \$24.00 B HCE	\$24.00	\$29.11	R 21			serator B30 Dougha		35.54	04/10/73		
	Operator \$24.00 A HCE	\$24.00	\$29.11	R 21			erator B30 Dough		25.15	08/15/83		

2 Occrator \$17.00 same as current B85 - PKG	\$17.00	\$26.88	1	-	R 18	Silicona Operator Material Service B85	12/11/78	29.87	12/11/78	6457	Section 10 to 10 t
5 Laad Operator \$22.00 same as current WWTP	\$22.00	\$27.32			R 19	Advanced O rator WWTP	08/27/84	24.15	11/09/87	1327	1
3 Cora O arator \$19.50 B B30 - WP 3 Cora O arator \$18.50 same as current Resins - T&B	\$18.50 \$19.50	\$27.32 \$27.32	-	98	R 19 R 19	Advanced Operator B30 WP Advanced Operator B24	02/02/73	35.73 4.28	07/15/96	2902 1883	
3 Cora O - rator \$19.50 nights B85 - PKG	\$19.50	\$27.32			R 18	Advanced Operator B85 Packeting	01/23/89	19.74	01/23/89	3359	
5A Lead O, rator \$24.00 same as current Specialities - B71	\$24.00	\$29.11	13		R 21	Advanced Control Operator B71	04/14/86	22.52	04/14/86	6435	
SPB Sarvice Position \$18.00 sama as current Warahouse - MMO 3 Core Operator \$19.50 B B30 - PH	\$18.00 \$19.50	\$27.32 \$27.32			R 19	Material Movement Operator Advanced Operator B30 Polyhouse	10/26/92	15.98 38.32	06/09/97	1618	
3 Cora Operator \$19.50 same as current Resins - T&B	\$19.50	\$27.32			R 19	Advanced Operator B24	07/06/04	4.28	07/06/04	0170	
5 Lead Courator \$22.00 same as current WWTP 5A Lead Courant \$24.00 C B30 - Mixin	\$22.00 \$24.00	\$27.32 \$29.11			R 19 R 21	Advanced Operator WWTP Advanced Control Operator B30 Mixing	05/24/71 02/12/79	37.42 29.70	08/17/87	0697 7721	
5A Laad O rator \$24.00 d s 830 - WP	\$24.00	\$29.11			R 21	Advanced Control Operator B30 WP	04/29/75	33.49	02/12/79	7735	
2 Operator \$17.00 same as current B85 - PKG	\$17.00	\$27.32			R 19	Advenced O erator B85 Pk Forktruck	02/09/87	21.70	02/09/87	1097	
5A Lead Or erator \$24.00 same as current Fluids - Spec 2 Or erator \$17.00 same as current Resins - 24	\$24.00 \$17.00	\$29.11 \$27.32			R 21 R 19	Advanced Control O, eretor B37/41 Advanced O, rator B24	07/24/78	30.25 21.77	10/28/96	3869 0613	
2 Operator \$17.00 days MCS/FS/TCS	\$17.00	\$26.98			R 18		05/05/86	22.47	05/05/86	2438	
SPB Service Position \$18.00 same as current Warehouse - MMO 3 Core Operator \$19.50 same as current Specialities - B76	\$18.00 \$19.50	\$27.32 \$27.32	+		R 19 R 19	Material Movement Operator Advanced Operator B76	01/11/73	35.79 38.56	01/11/73	8997 7098	
2 Operator \$17.00 D Specialities - Specialties	\$17.00	\$29.11			R 21	Warehouse Service O, arator B80 Lead		37.54	04/12/71	9496	
7 Senior Operator \$29.11 same as current Utilities 2 Operator \$17.00 days 830	\$29.11	\$29.11			R 21	Advanced Control O erator Boilerhouse		35.51	04/23/73	5085	
2 O rator \$17.00 days 830	\$17.00 \$17.00	\$27.32 \$27.32			R 19 R 19	Warahousa Sarvice Operator Pail Room Advanced Operator B85 Packaging	08/28/78	30.16 32.60	08/28/78	7541 6048	
5A Lead O retor \$24.00 D B30 - PH	\$24.00	\$29.11			R 21	Advanced Control Operator B30 Polyhol	12/24/69	38.84	08/20/69	2425	
3A Cora Operator \$20.50 same as current Specialities - B78 5A Leed Operator \$24.00 same as current Fluids - Coatings	\$20.50 \$24.00	\$27.32 \$29.11			R 19 R 21	Advanced Ocerator B77/78 Advanced Control Ocerator B37/41	12/12/78 08/30/69	29.87 39.16	03/16/87	1577 2404	
5 Lead Operator \$22.00 same as current WWTP	\$22.00	\$27.32			R 19	Advenced Operator WWTP	05/07/73	35.47	05/07/73	2851	
2 Operator \$17.00 days WWTP	\$17.00	\$27.32			R 19	Warehouse Sarvice Operator 880	11/02/74	33.98	03/12/74	7895	
2 Operator \$17.00 days B30 3 Core O, rator \$19.50 sama as current \$ cialities - B78	\$17.00 \$19.50	\$28.14 \$27.32	-11		R 20 R 19	WSO Samula Room Operator Advenced Operator B77/78	08/08/72	36.38 21.64	06/08/72 03/02/87	1933 9110	
3 Core O rator \$19.50 same as current Specialities - B71	\$19.50	\$27.32			R 19	Advanced Operator B71	03/04/71	37.65	07/15/96	1690	
7 Senior Operator \$28.11 same as current Utilities 5A Lead Operator \$24.00 C HCE	\$29.11 \$24.00	\$29.11 \$29.11	1		R 21		11/23/87 01/12/75	20.91 33.78	11/23/87 01/12/75	6553 2444	
7 Sanior O tor \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11	-1		R 21	Advanced Control Operator MCS	01/26/75	33.75	01/26/75	9527	
5A Lead Operator \$24.00 same as current Resins - MO 7 Sanior Operator \$29.11 same as current Utilities	\$24.00 \$29.11	\$29.11 \$29.11			R 21 R 21	Advenced Control Operator B24	08/31/81	27.15	08/31/81	1004	
2 O erator \$17.00 sama as current S. ecialities	\$17.00	\$27.32	+		R 19	Advanced Control Operator Boilarhouse Advanced Operator B77/78	07/09/90	18.28 17.94	07/09/90 11/12/90	9203 5005	la de
2 Or erator \$17.00 B Sr scialities - 6 scielties	\$17.00	\$29.11			R 21	Advanced MSCO B71	10/09/73	35.04	09/17/73	4716	
3 Cora Operator \$19.50 same as current Resins - MO 2 Operator \$17.00 C HCE	\$19.50 \$17.00	\$27.32 \$27.32	+	₩-	R 19	Advanced Operator B24 Advanced Operator B42A Varticel	06/09/86	22.37 9.94	06/09/86 11/09/98	8011 0935	
Service Position \$18.00 same as current Maintenance - Plant Service	\$18.00	\$27.32			R 19	Plant Services O - rator Leader	03/13/72	36.62	03/13/72	5598	
2 O erator \$17.00 same as current B85 - PKG 5A Lasd O erator \$24.00 same as current Resins - MO	\$17.00 \$24.00	\$27.32 \$29.11	+		R 19		03/06/78	30.64 34.68	03/06/78	8875 0680	
2 Operator \$17.00 A B30	\$17.00	\$27.32			R 19		03/31/77	31.57	03/31/77	7863	
SPB Service Position \$18.00 sama as currant Warehouse - Drum 2 Operator \$17.00 days B30	\$18.00	\$29.11 \$27.32			R 21	Warahouse Service Operator Drum Lea		37.46	03/18/74	2053	Į.
5 Lead Operator \$22.00 same as current MeCI - Siloxana	\$17.00 \$22.00	\$27.32	Н		R 18	Warehouse Service Operator B43 Lead Advanced Operator B35/27	07/16/94	36.28 14.26	07/10/72	9852 3078	
2 Ocarator \$17.00 C HCE	\$17.00	\$27.32			R 19	Advanced Operator B30 Doughmixer	10/10/83	25.04	10/10/83	6487	j i
5A Lead Operator \$24.00 eams as current Specialities - B71 5A Lead Operator \$24.00 C B30 - PH	\$24.00 \$24.00	\$27.32 \$28.11			R 19		05/28/75 10/11/76	33.41 32.04	09/23/74 10/11/76	4035 2134	
7 Sanior Operator \$29.11 same as current MeCI - Siloxane	\$29.11	\$29.11			R 21	Advanced Control Ocerator B35/27	10/20/78	30.01	10/20/78	3339	
SPC Service Position \$20.00 da s Fluids - SPC 5 Lead Operator \$22.00 same as current B85 - Mixin ;	\$20.00 \$22.00	\$28.11 \$28.11	-	-	R 21		06/01/78	30.40 27.32	06/01/78	8277 0261	
C Service Position \$20.00 same as current Secialities - Specialty		\$29.11	1		R 21		04/11/73	35.54	01/27/81	7684	
3 Cora O rator \$19.50 A S cialities - B78	\$19.50	\$27.32	$\blacksquare$		R 19		09/26/88	20.07	09/26/88	4624	1
2 Operator \$17.00 days WWTP 3 Core Operator \$19.50 B Specialities - B78	\$17.00 \$19.50	\$27.32 \$27.32			R 19 R 19		08/12/72 04/24/73	36.20 35.50	05/16/88 10/12/87	7090 0236	
2 O rator \$17.00 C B85 - PKG	\$17.00	\$27.32	$\Box$		R 19	Advanced Operator B85 Packaging	05/23/73	35.42	07/31/95	7591	j
SPC Service Position \$20.00 same as current HCE	\$17.00 \$20.00	\$27.32 \$29.11	+	-	R 19		10/09/69 04/11/73	39.05 35.54	07/03/69 04/11/73	8222 9744	
5A Lead O * rator \$24.00 same as current Scacialities - B71	\$24.00	\$29.11				Advanced Control O erator B71	12/18/72	35.85	12/18/72	1962	
2 Operator \$17.00 sama as current Rasins - 24	\$17.00	\$27.32	-				11/11/02	5.93	11/11/02	9284	C)
2 O erator \$17.00 same as current Resins - 24 7 Sanior O rator \$29.11 same as current Fluids - DMF	\$17.00 \$29.11	\$27.32 \$29.11	+				10/17/94	14.01 33.86	10/17/94 08/15/74	8955 8667	
2 Operator \$17.00 sama as current B85 - PKG	\$17.00	\$27.32	$\downarrow$		R 19	Advanced Operator B85 Packaging	02/01/93	15.72	02/01/93	1601	
7 Sanior Operator \$29.11 sama es current MeCl - Slloxana 5A Lead O, arator \$24.00 sama as current Resins - 24	\$29.11 \$24.00	\$28.11 \$29.11	H				07/01/75	33.32 27.08	07/02/76	9061 9478	
PC Sarvice Position \$20.00 same as current Specialities - Specialti	\$20.00	\$29.11			R 21	Advanced MSCO B76	05/04/71	37.48	05/04/71	8972	
5A Lead Operator \$24.00 same as current Fluids - Spec 7 Senior Operator \$29.11 same as current WWTP	\$24.00	\$29.11					08/17/71	37.19	03/08/73	2241	
5 Lasd O erator \$22.00 sama as currant WWTP	\$29.11 \$22.00	\$28.11 \$27.32					11/25/74 09/05/78	33.92 30.13	03/29/74	2175 8686	
3 Cora Operator \$19.50 A B30 - PH	\$19.50	\$29.11			R 21	Advanced Control Operator B30 Polyhis	10/22/90	18.00	10/22/90	9747	
5A Lead O, erator \$24.00 same as current Specialities - B78 2 O erator \$17.00 same as current B85 - PKG	\$24.00 \$17.00	\$29.11 \$27.32	-	<b>.</b>			01/30/76	32.73	01/30/76	7712	
7 Senior O arator \$29.11 same as current WWTP	\$29.11	\$28.11					02/03/86 11/09/72	22.72 35.96	02/03/86 11/09/72	7070 9092	
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5A Leed Operator \$24.00 seme as current MeCt - MeCt	\$24.00	\$27.32		R 19	Advenced Orerator B35/27	02/02/87	21.72	02/02/87	9558		
5A Lead Operator \$24.00 seme as current MeCt - MeCt  5A Lead Operator \$24.00 B B30 - WP	\$24.00	\$27.32		R 19	Advanced Control O erator B30 WP	06/13/88	20.36	02/02/87			
Service Position \$14.00 same as current Maintenance - Plant Sen	\$14.00	\$25.98		R 17	Plant Services Operator	05/01/72	36.48	09/24/84	6321		
3 Cora O rator \$19.50 A B30 - PH	\$19.50	\$27.32		R 19	Advenced O rator B30 Pol house	01/20/86	22.75	01/20/86			
2 Operator \$17.00 A HCE	\$17.00	\$27.32		R 19	Advanced Control Operator B37/41	06/18/94	14.34 37.85	06/18/94		-	
5A Lead Operator \$24.00 same as current Fluids - Spec 5 Lead Operator \$22.00 same as current 885 - Mixing	\$24.00 \$22.00	\$29.11 \$29.11	-	R 21	Advanced Control O, erator B37/41 Advenced Control O, erator B85 WP/TF	03/01/71 F 03/12/84	37.85 24.61	03/01/71			
7 Senior Octator \$22.00 same as current MeCl - Siloxane	\$22.00	\$29.11	+15	R 21	Advanced Control O erator B65 VVP/11 Advanced Control O erator B35/27	08/28/72	36.16	10/12/87			
7 Senior Operator \$29.11 same as current MCS/FS/TCS	\$29.11	\$29.11	1	R 21	Advenced Control O rator MCS	07/06/04	4.2B	07/06/04	9253		
5A Lead Operator \$24.00 same as current Resins - T&B	\$24.00	\$29.11		R 21	Advanced Control O erator B24	04/12/78	32.53	04/12/76	8793		
7 Senior Operator \$29.11 same as current MeCI - Siloxana	\$29.11	\$29.11		R 21	Advanced Control Operator B35/27	09/26/88	20.07	09/26/88			
5A Leed Open for \$24.00 same as current Fluids - Emul	\$24.00	\$29.11	Alle	R 21	Advanced Control O rator B37/41 Advanced O rator B42A Vertical	10/09/70	38.05	10/09/70			
2 Operator \$17.00 B HCE 5 Lead Operator \$22.00 same as current MeCl - Siloxane	\$17.00 \$22.00	\$27.32 \$27.32	+	R 19		07/16/94	14.26 37.42	07/16/94			
2 O erator \$17.00 same as current MeCi - Siloxane	\$17.00	\$27.32		R 19	Advanced Operator B85 Packagin	10/15/90	18.02	10/15/90			
2 Operator \$17.00 days MCS/FS/TCS	\$17.00	\$27.32	1	R 19	Warehouse Service O rator B80	02/02/87	21.72	02/02/87			
2 Operator \$17.00 B HCE	\$17.00	\$27.32		R 19	Advenced Operator B42A Vertical	04/28/69	39.50	04/06/87	3268		
5 Lead Operator \$22.00 same as current B85 - Mixing	\$22.00	\$29.11		R 21	Advanced Control O rator B85 WP/TF		35.10	09/20/73			
7 Senior Occupant tor \$29.11 same as current Utilities	\$29.11	\$29.11		R 21	Advanced Control Operator Boilerhous		39.00	04/26/74			
2 Orerator \$17.00 B B30	\$17.00	\$27.32	-	R 19	Advanced Operator B30 Packaging Advenced Operator B24	10/29/90	27.20 17.98	08/10/81 10/29/90	9288 7026		
3 Core Operator \$19.50 same as current Resins - 24 2 Operator \$17.00 ratining HCE	\$19.50 \$17.00	\$27.32 \$27.32	+	R 19	Advanced Operator B24 Advanced Operator B30 Doughmixer	10/29/90 07/16/94	17.98 14.28	07/16/94			
SPC Service Position \$20.00 days Fluids - SPC	\$20.00	\$27.32		R 21	Advanced MSCO B37/41	08/17/81	27.18	08/17/81	4911		
3 Core Operator \$19.50 same as current Fluids - Coatings	\$19.50	\$27.32		R 19	Advenced Operator B37/41	10/10/83	25.04	10/10/83	4875		
3 Cora Operator \$19.50 same as current Fluids - Coatinus	\$19.50	\$27.32		R 19	Advanced Operator B37/41	05/02/77	31.48	06/03/94	9692		
5A Lead O erator \$24.00 same as current Fluids - Emul	\$24.00	\$29.11		R 21	Advanced Control Operator B37/41	11/08/76	31.96	11/08/76	6673	1	
5A Lead Operator \$24.00 same as current Resins - MO 5A Lead Operator \$24.00 same as current Specialities - B76	\$24.00	\$29.11 \$27.32		R 21 R 19	Advanced Control Operator B24 Advanced Operator B76	08/14/72	36.20 35.81	08/14/72	1869 3475	4	
7 Senior Operator \$29.11 same as current Scientifies - 876	\$24.00 \$29.11	\$29.11	+	R 19	Advanced Control Operator Soilerhous		35.51	09/17/73			
2 Operator \$17.00 O B30	\$17.00	\$27.32	1 100	R 19	Advenced Operator B30 Packaging	03/15/77	31.61	03/15/77	5749		
2 Operator \$17.00 A HCE	\$17.00	\$27.32		R 19	Advanced Operator B42A Vertical						
3 Core Operator \$19.50 same es current B85 - Mixing	\$19.50	\$27.32		R 19	Advanced Operator B85 WP/TF						
3 Core Operator \$19.50 same es current Specialities - B71	\$19.50	\$25.9B		R 17	Advanced Operator B71 Production						
3A Cora Operator \$20.50 C B30 - Mixing 5 Lead Operator \$22.00 same as current WWTP	\$20.50 \$22.00	\$27.32 \$27.32		R 19	Advanced Operator B30 Mixing Advanced Operator WWTP						
7 Sanior Operator \$22.00 same as current VVVVIP	\$22.00	\$27.32 \$29.11		R 19 R 21	Advanced Operator WWTP Advanced Control Operator WWTP						
7 Senior Operator \$29.11 same as current WWTP	\$29.11	\$28.14		R 20	Advanced Control Operator WWTP						
	1			1							
			4	-						1	
				1							
These people are not included in the above list.			-		•	05/29/90	18.40	05/29/90	1181	04/29/61	
These people are not included in alle above list.				R 22	Control Operator Leeder	03/23/30					
		\$29.11		R 21	Advanced Control Operator MCS	11/02/81	26.97	11/02/B1	9227	04/08/49	
Ooes the above list include all others affected?		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
		\$29.11		R 21	Advanced Control Operator MCS	11/02/81		11/02/B1			
Ooes the above list include all others affected?		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected?		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected? Even those currently out for disability, atc.?		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected? Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected? Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326.36		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected? Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326.36 x 2,080 =		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected? Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326.36		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected? Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326.36 x 2,080 =		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected? Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326.36		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected? Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326.36		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected? Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326,36  x 2,080 = \$27,718,828.80  x 1.34 (134%) =		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected? Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326.36  \$2,080 = \$27,718,828.80  \$1.34 (134%) =  The total for 1 hour's New Pay for all 480 people \$9928 \$2,080 =		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected?  Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326,36  x 2,080 = \$27,718,828.80  x 1.34 (134%) =  The total for 1 hour's New Pay for all 480 people \$9928  x 2,080 = \$20,650,240		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected?  Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326.36		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected?  Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326,36  x 2,080 = \$27,718,828.80  x 1.34 (134%) =  The total for 1 hour's New Pay for all 480 people \$9928  x 2,080 = \$20,650,240		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected?  Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326.36		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected?  Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326.36		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected?  Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326.36		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected?  Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326.35  x 2,080 = \$27,718,828.80  x 1.34 (134%) =  The total for 1 hour's New Pay for all 480 people \$9928  x 2,080 = \$20,650,240  x 1.34 (134%) = \$27,671,321.60		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected?  Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326.35  x 2,080 = \$27,718,828.80  x 1.34 (134%) =  The total for 1 hour's New Pay for all 480 people \$9928  x 2,080 = \$20,650,240  x 1.34 (134%) = \$27,671,321.60		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	
Ooes the above list include all others affected?  Even those currently out for disability, atc.?  The total for 1 hour's former Pay for all 480 people \$13,326.36		\$29.11		R 21 R 19	Advanced Control Operator MCS Advenced Operator MCS-FS-TCS	11/02/81 09/10/90	18.11	11/02/B1 09/10/90	1542	10/20/64	

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\$27.32 Fluida DMF Advanced Operator B37/41 Production Operator \$ Lead Operator \$22.00 same as current Fluids - OMF Mr Advanced Operator 877/78 Production Operator R- 19 \$27.32 Specialiti B78 Specialitie B78 \$A Lead Operator \$24.00 C Specialities - 878 Production Operato R-21 \$29.11 WWTP WT WWTP WT 7 Senior Operator \$29.11 same as current WWTP Advanced Control Operator WWTF DMF Advanced Operator B37/41 Production Operato P- 19 \$27,32 Fluids Fluids Fluids Utilities \$ Lead Operator \$22.00 eems as current Fluide - OMF Utilities Utilities Production Operator R-21 \$29.11 Utilities Advanced Control Operator Bollerhouse 7 Senior Operator \$29.11 same as current Utildian \$27.32 HCF HCE HCE HCE \$17.00 B HCE Advanced Operator B42A Vertical Production Operator R- 19 2 Operator Fluids Fluide **Production Operator** R-21 \$29.11 Fluide MSCO \$17,00 days Advanced MSCO B37/41 2 Operator \$27.32 B85 Production Operato PKG BAS PKG \$A \$24.00 same as current B85 - PKG **Advanced Operator B6\$ Packaging** R-19 Lead Operato Production Operator Advanced Operator 885 Packaging R- 19 \$27.32 B8\$ PKO **B85** PKG 3 Core Operator \$19.50 earne 26 current RAS . PKG Advanced Control Operator 837/41 Production Operator R-21 \$29.11 Fluids Fluids Fluids DMF 7 Senior Operator \$29.11 same as current Fluids - OMF \$27.32 B85 PKO 885 PKO \$20.50 same as current B85 - PKG Mr **Advanced Operator B65 Packaging** Production Operator R- 19 Core Operator WWTP R-19 \$27,32 WWTP WT \$22.00 same as current WWTP Production Operator \$ Lead Operator M Advanced Operator WWTP Advanced Control Operator MCS Production Operato R-21 \$29,11 MCS/FS/TCS MCS 2/Dtet MCS/FS/TCS MCS 2/Dist 7 Senior Operato \$29,11 same as current MCS/FS/TCS Mr Advanced Operator Utility B30 Production Operato R- 19 \$27.32 B30 Mixing B30 P30 2 Operator \$17.00 A B30 Mi Advanced MSCO B37/41 Production Operator R-21 \$29 11 Fluide MSCO Fluids Fluide 2 Operator \$17.00 days Fluids MIMO Warehouse MMO \$18.00 same as current. Warehouse - MMO M Material Movement Operator Logistics Operator P. 19 \$27.32 Warehouse Service Preltion Advanced Operator B37/41 Fluids Fluids \$17.00 same as current. Fluide Production Operator R- 19 \$27.32 Fb/ds Fluide 2 Operator B78 Specialities B78 \$19.50 same as current. Specialities - 878 \$27,32 Specialities Mr Advanced Operator 877/78 Production Operato R- 19 3 Core Operator B78 R- 19 \$27.32 Specialde Core Operator \$20.50 same as current Specieltias - B78 2.60 Advanced Operator B77/78 Production Operator Advanced Operator MCS-FS-TCS Production Operator \$27.32 MCS/FS/TC8 MCS 3/4 MCS/FS/TCS MCS 3/4 \$22.00 same as current MCS/FS/TCS \$ Lead Operator Mr Advanced Operator B35/27 Production Operator R- 19 \$27.32 MrCJ MacI Mari MeCl S Lead Operator \$22.00 same as current. MeC1- MeC1 Mr Production Operator R-21 \$29.11 MCS/FS/TCS FB/TCS MCS/F8/TC8 FS/TC9 7 Senior Operator \$29.11 same as current MCS/FS/TCS Advanced Control Operator MCS Fluids \$ Lead Operator \$22.00 same as current Fluids - OMF \$27,32 Fluide Advanced Operator B37/41 Production Operator R- 19 MeCI MeCi \$22.00 same as current MeCI - MeCI Advanced Operator 835/27 Production Operator R- 19 \$27,32 MeCI \$ Lead Operator Mr Production Operator Advanced Operator B30 Mixing R- 19 \$27.32 B30 830 WP 3 Core Operator \$10 5ft O 830 - WP Mr MMO MMO \$18.00 same as current. Warehouse - MMO Warehous Material Movement Operator Logistics Operator R. 19 \$27.32 Warehouse Service Position Fluida Fluids Emul \$19.50 same as current Fluids - Emul Advanced Operator B37/41 Production Operato R- 19 \$27.32 Fluids 3 Core Operator HCE HCE HCE Advanced Control Operator B42A Vertical R-21 \$29.11 HCE 3 Core Operator Mr Production Operator Production Operator R-21 \$29.11 B65 WP 885 Mixing \$ Lead Operato \$22.00 same as current B85 - Mixing Advanced Control Operator BAS WP/TE Mr \$20.50 same as current Specialities - 878 Production Operato R- 19 \$27.32 Specialti 878 Special **B78** 3A Core Operato Advanced Operator B77/78 Mr Mr Advanced Operator B77/78 Production Operato R-19 \$27.32 Specialmes **B78** Specialitia B78 3 Core Operator \$19.50 same as current Specialties - B76 \$17.00 same as current B85 - PKG Advanced Operator 885 Pkg Forktruck Production Operato R- 19 \$27.32 B85 PKO B85 PKG 2 Operator Mr Affected **B30** B30 2 Operator \$17.00 days WSO Sample Room Operator Logistics Operator R-20 328.54 Warehouse MO Resins MQ 5A Lead Operator \$24,00 same as current Rasins - MO Production Operator R-21 \$29.11 Resins Advanced Control Operator B24 Mr \$29.11 Resine TSR \$24.00 same as current Rasins - T&B Production Operator TAB Resine SA Lead Operato Mr Advanced Control Operator B24 B30 - Mixing Advanced Control Operator B30 Mixing Production Operator R-21 \$29.11 B30 Mixing B30 Mixing Lead Operato \$24,00 A Mr Fluide Spec \$19.50 same as current Fluids - Spec Fhide 3 Core Operator Advanced Operator B37/41 Production Operator R- 19 \$27.32 Fluide Special \$17.00 O Specielties - Specielties \$29.11 Warehouse Affected Special 2 Operator Warehouse Service Operator BB0 Leader Logistics Operator R-21 \$27.32 HCE HCE HCE HCE 3 Core Operato \$19.50 C HCF Advanced Operator B42A Vertical R- 19 M Production Operator \$27.32 HCE HCE HCE HCE \$1700 B HCE **Production Operator** 2 Operator Mr Advanced Operator R42A Vertical \$22.00 same as current Fluids - DMF Advanced Operator B37/41 \$27,32 Fluids Fluids **Fhids** DMF 5 Lead Operato Production Operator R- 19 M HCE HCE Production Operator R- 19 HCF \$17.00 C Advanced Operator B30 Doughmixe \$27.32 HCE HCF 2 Operator M HCE HCE HCE 2 Operator \$17,00 C Mr Advanced Operator B30 Doughmixer Production Operator R- 19 327.32 HCE TAB Resim TEB 5A Lead Operato \$24.00 same as current Rasins - T&B Advanced Control Operator B24 \$29,11 Resing Production Operator R-21 Advanced Operator B35/27 \$27.32 MeCI Siloxano MeCI Samo \$ Lead Operator \$22.00 same as current MeCl - Sloxene Production Operator R- 19 \$29.11 earns as current MaCl. MeCl. \$29.11 MeCI MeCI MeCI MeCI 7 Senior Operato Production Operator R-21 5.81 Advanced Control Operator B35/27 \$19,50 same as current Fluids - Spec Production Operator R-19 \$27.32 Fluids Findde Fluide Spec 3 Core Operator M Advanced Operator B37/41 \$17,00 same as current Bpecialities - Specialities Advanced Operator B77/78 Production Operator R- 19 \$27.32 Specialtie B78 Spech Specialtie 2 Operator Mr B30 B30 B30 2 Operator \$17.00 B Advanced Operator B30 Packaging Production Operator R- 19 \$27.32 B30 Moring Mi \$24,00 earne as current Fluids - Emul Fluide Emul Lead Operator \$29.11 Fluids Fluids Advanced Control Operator B37/41 Mr Production Operator R- 21 \$17.00 same as current Rasine - 24 R- 19 \$27.32 Rasins 24 Rasim 24 2 Operator Advanced Operator R24 Production Operator PH \$19.50 A Advanced Operator B30 Polyhouse Production Operator R- 19 \$27.32 B30 ÞΗ **B30** 3 Core Operato Mr PKO \$19.50 same as current B85 - PKG PKO 3 Core Operato Production Operator R- 19 \$27.32 B85 B85 Advanced Operator B85 Pkg Forktruck LP: \$17.00 days Fluids \$26.14 Werehouse Affected Fluids Fluids 2 Operator Logistics Operator R-20 \$10.50 same as current Resins - 24 24 Resins 24 3 Core Operato R- 19 Advanced Operator B24 Production Operator \$19.50 same as current Rasins - 24 Production Operator \$27.32 Reeins 24 Region 24 3 Core Operator Advanced Operator R24 Emul 5A \$24,00 same as current Fluids - Emul \$20 11 Fluids Fluids Fluids Lead Operator Advanced Control Operator B37/41 Production Operator R-21 Mr \$22.00 same as current MeCI - MeCI MeCI MeCI MeCI \$ Lead Operator Advanced Operator B35/27 Production Operator R- 19 \$27.32 MeCI Mr 24 Resire 24 3 Core Operator \$19.50 same as current Resins - 24 Production Operator R. 19 \$27.32 Resine Advanced Operator B24 M OMF Fluids Fluids 5 Lead Operate \$22,00 same as current Fluids - DMF Advanced Operator B37/41 Production Operator R- 19 \$27.32 Fluids Mi \$29.11 B30 Moring B30 Mixing 5A Lead Operato \$24.00 C 830 - Mixing Advanced Control Operator B30 Mixing Production Operator R-21 Mi Fluids \$27.32 Warehouse Flidds Fluide 2 Operator \$17.00 days R-19 Mr Werehouse Service Operator 880 Logistics Operator \$18.00 same as current. Warehouse - MMO \$27.32 Warehouse MMO Warehouse MMO Service Position Material Movement Operator Logistics Operator \$29.11 same as current Utilities 1.7498 less 7 Senior Operator Utilities. Advanced Control Operator Bollerhouse Production Operator R-21 \$29.11 Utilities L/tárbes Mr B30 2 Operator \$17.00 days B30 Logistics Operator R- 19 \$27.32 Warehouse Affected Warehouse Bervice Operator B43 Leader Mr \$29,11 same as current MCS/FS/TCS \$29,11 MCS/FS/TCS MCS/FS/TCS MCS 3/4 7 Senior Operator MCS 2/Dis Production Operator R- 21 Mr Advanced Control Operator MCS \$24,00 same as current Specialities - 878 SA R78 Specialities B76 Lead Operator Production Operator R- 19 \$27.32 Specialities Mr Advanced Operator B76 \$17.00 same as current B85 - PKG PKG Production Operator R- 18 \$27.32 865 PKO **B85** 2 Operator Advanced Operator B6\$ Packaging \$24,00 earne as current Fluids - Emul Lead Operator \$29.11 Fluids Fluids Emul R- 21 Fluida Mr Mr Mr Advanced Control Operator B37/41 **Production Operator** \$29.11 same as current MCS/FS/TCS \$79.41 MCS/FS/TCS MCS 2/Dist MCS/FS/TCS MCS 2/Diet 7 Senior Operator R-22 Production Operator Control Operator Leader \$22.00 same as current MCS/FS/TCS MCS/FS/TCS FS/TCS \$ Lead Operator \$27,32 MCS/FS/TCS FS/TCS Advanced Operator MCS-FS-TCS Production Operator R- 19 \$22.00 same as current MCS/FS/TCS \$27.32 MCS/FS/TCS MCS 2/Drst MCS/FS/TCS MCS 2/Dis 5 Lead Operator Advanced Operator MCS-FS-TC5 Production Operator